

SENATE JOINT RESOLUTION 831

By Finney L

A RESOLUTION designating Tuesday, April 20, 2010, as "Equal Pay Day" in Tennessee.

WHEREAS, forty-six years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of inequitable pay differentials; and

WHEREAS, according to the U.S. Census Bureau, year-round, full-time working women in 2007 earned only 78 percent of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, a January 2002 report released by the General Accounting Office, the investigative arm of Congress, found that women managers in seven of ten industries surveyed actually lost ground in closing the wage gap between 1995 and 2000; and

WHEREAS, according to an analysis of data in over 300 classifications provided by the U.S. Department of Labor Statistics in 2001, women earn less in every occupational classification for which enough data is available, including occupations dominated by women--cashiers, retail sales, registered nurses, and teachers; and

WHEREAS, higher education is not free from wage discrimination according to a U.S. Department of Education analysis, which reported that after controlling for rank, age, credentials, field of study, and other factors, full-time female faculty members earn nearly 9 percent less than their male counterparts; and

WHEREAS, over a working lifetime, this wage disparity costs the average American woman and her family an estimated \$700,000 to \$2 million in lost wages, impacting Social Security benefits and pensions; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs of hardship in both the public and private sectors; and

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and

WHEREAS, Tuesday, April 20, 2010, symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid men from the previous year; now, therefore,

BE IT RESOLVED BY THE SENATE OF THE ONE HUNDRED SIXTH GENERAL ASSEMBLY OF THE STATE OF TENNESSEE, THE HOUSE OF REPRESENTATIVES CONCURRING, that we hereby proclaim Tuesday, April 20, 2010, "Equal Pay Day" in Tennessee and urge the citizens of Tennessee to recognize the full value of women's skills and significant contributions to the labor force.

BE IT FURTHER RESOLVED, that we encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.